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ABSTRACT

The Board of Trustees of Community College District No. 2 and the Grays Harbor College Faculty Association agreement concerning cooperative board-Staff relations is presented. Following recognition, emphasis is placed on procedures, and resolution of differences. The section on procedures covers association participation, directing requests, exchange of facts, requests for assistance, rights of the individual faculty member. The resolution of differences section concerns the study committee, special committee, and expenses. (MJM)

Exhibit 3
Washington
NEA
2 year

GRAYS HARBOR COLLEGE
Community College District No. 2

ED 088310

COOPERATIVE BOARD-STAFF RELATIONS

Between the Board of Trustees of

Community College District No. 2

and the

Grays Harbor College Faculty Association

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

I. RECOGNITION

The Board of Trustees of Grays Harbor College and the Grays Harbor College Faculty Association recognize that the educational welfare of the students of Grays Harbor College is paramount in the operation of the College and should be promoted by both parties. The Board recognizes that teaching is a profession and that the Grays Harbor College faculty organization winning the majority of votes cast by the professional staff in an election held pursuant to Chapter 143, Laws of 1965, Revised Code of Washington, shall be the exclusive representative of all the professional personnel employed, or to be employed, in the College program.

In any meeting between the Board and the Association the President of Grays Harbor College or his representative will be included.

II. PROCEDURES

A. Association Participation

1. The President of Grays Harbor College shall meet with the Association representatives to confer on matters of mutual concern at the request of the President of Grays Harbor College or the Association President. Matters not satisfactorily resolved at these meetings shall be the subject of negotiation between the Board and Association representatives. In the negotiations the President shall provide information to the Board and the Association and shall stimulate both groups to negotiate in good faith.

2. Meetings between Association representatives and the President of Grays Harbor College, or the Association and the Board, shall be called upon the request of any one of the parties involved. The reasons for such meetings shall be specified.

B. Directing Requests

Requests from the Association for negotiations with the Board shall be made to the President of Grays Harbor College. Requests from the President of Grays Harbor College or the Board shall be made to the President of the Association. A mutually convenient meeting shall be arranged within thirty days of the date of the request.

C. Exchange of Facts, Views

Facts, opinions, proposals and counterproposals shall be exchanged freely and in good faith in an effort to reach mutual understanding and agreement.

D. Requests for Assistance

All participants have the right to utilize the services of consultants in the deliberations.

E. Rights of the Individual Faculty Member

Nothing under these procedures shall be interpreted to deny the right of a faculty member from appearing before the Board on his own behalf on matters relating to his employment relations. In the event such employment relations might affect other faculty members, the Association shall have the right to express its considered professional judgment prior to the Board's decision regarding the employment relations in question.

III. RESOLUTION OF DIFFERENCES

A. Study Committee

In the event that it is mutually determined by the parties that an agreement cannot be reached, the matter shall be submitted to a Study Committee. The committee membership shall be determined by mutual agreement between the Association and the Board. The Study Committee shall review the problem and make written recommendations to both parties.

Special Committee

If the recommendations of the Study Committee are unacceptable to either party, either party may within five (5) days thereafter request the Director of the State Board for Community College Education, by registered mail, to appoint a special

committee to assist and advise in the resolution of differences. Said committee shall make a written report with recommendations which shall be communicated to both parties within fifteen (15) days of receipt of the request for assistance. Any recommendations of the committee shall be advisory only and not binding upon the Board or the Association.

C. Expenses

Expenses incurred by the special committee shall be shared equally by the parties to this agreement.

IV. ACCEPTANCE

This agreement is signed and adopted this 15th day of January, 1968.

ATTEST:

Ed VanSyckle
Chairman, Board of Trustees
Grays Harbor College
Community College District No. 2

Eugene D Schermer
President, Grays Harbor College
Faculty Association

John B Killian
Board Secretary

Eldow Odle
Association Secretary